

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

Remimeo HCO POLICY LETTER OF 16 NOVEMBER 1971R
REVISED 16 NOV 73

CONDITIONS, AWARDS AND PENANCES

(Cancels the following HCO Policy Letters:

- 1. Sept 20, 67 - Conditions, Awards & Penalties
- 2. July 21, 68 - Penalties for Lower Conditions
- 3. Oct 18, 67 - Penalties for Lower Conditions
- 4. Oct 6, 70 - Ethics Penalties
- 5. Oct 19, 71 - Ethics Penalties Reinstated.

Restores HCO PL of March 22, 1968 - Conditions Penalties, New Employees and Persons Newly on Post.)

While the motto, "Hat, don't hit" remains, it has been claimed by HCO's that control of out-ethics is impossible with awards only. The re-introduction of penances is, therefore, done to enable HCO to carry out its duties.

The following are the current conditions:

POWER: Pay and full bonuses. Awarded \$25.00 credit for Org services at own Org or is payable by Org as credit against services in a higher Org. Has top priority on Org service lines. Gold star on Comm basket and on Org Board.

AFFLUENCE: Pay and half bonuses. Awarded \$15.00 credit for Org services at own Org or is payable by Org as credit against services in a higher Org. Has next priority on Org service lines. Blue star on Comm basket and Org Board.

NORMAL OPERATION: Pay, but no bonuses. Awarded \$5.00 credit for Org services at own Org or is payable by Org as credit against services in a higher Org. Has normal handling on Org service lines. No ribbon or Flag.

EMERGENCY: Pay, but no bonuses. Must submit and execute a 2 1/2 hour Amends Project in own time. May have Org services, but no priority. Red ribbon on Comm basket and red flag on Org Board.

DANGER: Pay, but no bonuses. Must submit and execute a 5 hour Amends Project in own time. May have no Org services except for Cramming, Word Clearing, Hat Checking or Training. May not be audited. Yellow ribbon on Comm basket and yellow flag on Org Board. FULL

USE OF ESTO DRILLS ON POST TO PREVENT
FUTURE "DANGER" COND WOULD BE EXCELLENT
USE OF STUDY TIME.

NON-EXISTENCE: Pay, but no bonuses. Must submit and execute a 7 1/2 hour Amends Project in own time. Is off all training and auditing except for Cramming, Word Clearing or hatting actions necessary to handle own post. Minimal meal breaks. No entertainments - parties, group celebrations. Austere working uniform or clothing. May not have time off or receive vacation while in this condition. A black ribbon is placed on their Comm basket and a black flag by their name on the Org Board.

LIABILITY: Pay, but no bonuses. Must submit and execute a 10 hour Amends Project in own time. Is off all training and auditing except for Cramming, Word Clearing or hatting actions necessary to handle own post. Minimal meal breaks. Austere working uniform or clothing. May not have time off or receive vacation while in this condition. A gray ribbon is placed on their Comm basket and a gray flag by their name on the Org Board. Must wear a gray armband on left arm.

DOUBT: No pay. Either required to leave the premises or required to work in a designated, specific area under close supervision. Must submit and execute a 15 hour Amends Project in own time. May receive no Org services while in this Condition. Austere working uniform or clothing. May not have time off or receive vacation while in this Condition. Expected to repay the amount carelessness or neglect has cost Org in actual money. No privileges. Required to return all Scientology materials, policies, directives, HCOBs, religious items, certificates and awards, and artifacts whatsoever to the duly appointed HCO terminal for custody and safekeeping (usually the Ethics Officer or MAA). All Advanced Course Materials must be returned to Advanced Courses Admin. An orange ribbon is placed on their Comm basket and an orange flag by their name on the Org Board. Must wear an orange armband on left arm.

INEMY: Writ of Expulsion from the Church and suspension of all Certificates and Awards. May not be trained or processed or admitted to any Org, Mission or Scientology group activity. The only persons an individual declared in this Condition may communicate

to is an Ethics Officer, Master-At-Arms, a Hearing Officer or a Board or a Committee of Evidence. No longer considered a member of the Church, nor deserving of the Church's support in any secular matter. The individual has by his or her actions removed himself from the Church. Must be reported to the Guardian Office.

TREASON:

Writ of Expulsion from the Church and cancellation of all Certificates and Awards. Never permitted to practice as a Minister of the Church. May not be communicated with. Debarred from training and processing and Advanced Courses forever. Not covered by amnesties. Must be reported to the Guardian Office in case further action is necessary.

When a person is assigned a Condition below Normal, he does only the hours of Amends for that Condition. I.e. a person in Liability does 10 hrs Amends total while working his way up to Normal. He does not do 10 hours for Liability, then 7 1/2 for N/E, etc. The Amends may be done in his division (not on his post) or applied to Org backlogs, if any exist.

Thus a person can quickly and fully apply each condition that much more speedily raising his condition and his exchange.

Revised by
Flag Dir of I&R
for
The Controller
and
Guardian WW
Authorized by AVJ
for the
BOARDS OF DIRECTORS
of the
CHURCHES OF SCIENTOLOGY

PICS:CJ:JM:MSH:RL:nt
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